# CHAPTER 2: KOU-KAMMA MUNICIPALITY HUMAN RESOURCES & ORGANISATIONAL MANAGEMENT

# 2.1 Organisational Structure

The municipality's organisational structure consists of the following four departments under the umbrella of the Municipal Manager's office:

- Corporate Services
- Financial Services
- · Technical and Infrastructure Services
- Community Services

The Municipal Manager's Office holds the accountability and responsibility for the effective, efficient and sound financial administration of the Koukamma Municipality. It also provided executive support to the political structure through administrations and also focuses on HIV & AIDS, Disaster Management, Performance Management and Capacity Building.

The total number of staff employed in each of the four departments on the organisational structure is as follows:

Department	Number of Employees
Office of the Municipal Manager	3
Finance	28
Corporate Services	13
Technical and Infrastructure	82
Community Services	26
TOTAL	152

### **Employee Related Costs**

	2004/2005	2005/2006	2006/2007
	R	R	R
Actual			
Salary Budget			
Total Budget			

Total Money owed to the Municipality by Staff:

# 2.2 Skills Development Progress Report

The Workplase Skills Plan for the 2006/07 financial year has been adopted and the implementation report for 2005/06 has been submitted to LGWSETA as required by the Skills Development Act.

For the period July 2006 to June 2007, the following progress has been maded with regards to skills development as projected by the Workplace Skills Plan:

Employment profile Total number of employees in the Municipality as at 30 June 2007

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7				l'ai	0					1	Age categories					PWD	0
apoo	Employment category	일	탉	哥	White	ota	Total	- 20	21-30	31-40	41-50	+ 51	Τc	Total	Total	II II	Total
		Z.	¥.	N N	L.	E E		¥	ц. Ж	MF	MF	2	F M	4	_		otal
1. Legislators																	
	Executive Mayor					0	0 0						0	0	0	L	
	Mayor		1			-	1			-			1		-	-	
1410	Local Government Legislators															-	
7117	(Councillors)	3	1 2		1	2	4			-	2 3	2	5	4	6		
1113	Traditional Leaders & Heads of																
	Villagés					0	0 0				- 0		0	0	0		
	Other (specify below)											-			-		
						0	0 0						0	0	0		
	SUB-TOTALS	3 1	2 2	0 0	-	9	4 10	0	0	2 0	2 3	2	1 6	4	10	0	0
1. Directors and	. Directors and Corporate Managers																
11131	City/Municipal Manager	-				-	1				1		1	0	F	F	
11133	General Managers					0	0 0						0	0	0		0
1211	Corporate Services Managers					0	+						0	-	-		0
1212	Finance Managers					0	0						0		0		0
1213	Human Resource Managers					0	0 0						0	0	0		0
1214	Policy and Planning Managers						0 0						0	0	0		0
1221	Engineering Managers				2	2	0 2				1	1	2		2		0
1222	Construction Managers					0	0 0						0	0	0		0
1231	ICT Managers					0	0 0						0	0	0		0
1251	Health, Welfare and Education					•									c		
12022	Commissioned City Officer			1	+									5 6	0	+	
77671	COLUMN SIGNIED FILE OFFICE		+									1	2		5		
12923	(Metro/Traffic Police)					0	0 0						0	0	0		•
12991	Laboratory Managers					0	0						0	0	0		
12992	Environment, Parks and Land												-		-		
40000	Care managers					5 6						-		5 6	5 0	+	
12004	Sports Administrator of mariager														9		
12994	Arts Administrator or Managers					0							0		0		0
1491	Sport and Recreation Managers												0		0	_	0
1492	Customer Services Managers					0	0						0	0	0		
	Other (specify below)																
	Community Services Manager		1				1				1		1		-	4	
	SUB-TOTALS	1 0	1 0	0 0	2 1	4	1 5	0 0	0 0	0 1	3 0	-	0 4	1	5	0	0 0

Employment profile Total number of employees in the Municipality as at 30 June 2007

						Race								Age categories	ries				-		DWD	Γ
Code	Employment category	.2	$\vdash$	o	dia	Н	White	Total	Total		. 20	21-30	31-40	41-50		+ 51	Total	-	+	-		
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2. Professionals	S																					Γ
	Core Admin					_		0	0	0					_		0	-	0	H	H	0
Corporate	Core Finance							0	0	0					-		0	0	0		-	0
Services	Legal							0	0	0							0	0	0			0
Selvices	П							0	0	0							0	0	0			0
	Procurement							0	0	0							0	0	0			0
HR and Training			L			-		0	0	0					-		0	0	0	$\mid$	f	0
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Financial	Rates							0	0	0							0	0	0		-	0
Services	Billing					-		0	0	0							0	0	0		-	0
	Client Services							0	0	0							0	0	0		-	0
	Parks j					-			0	0				-			0	0	0	ŀ	$\vdash$	0
	Community Facilities								0	0							0	0	0		-	0
Community	Libraries								0	0		-					0	0	0	-	-	0
Services	Recreation Centres								0	0		_			_		0	0	0		-	0
	Primary Health Care Facilities	1000						0	0	0							0	0	0		-	0
	Cemetries								0	0							0	0	0			0
Environmental	Environmental Health								0	0			-		L		0	0	0	-		0
Management	Pollution Control								0	0							0	0	0			0
lese	By-laws								0	0					L		0	0	0	H	H	0
regar	Licensing							0	0	0							0	0	0	-	-	0
Emergency	Fire & rescue								0	0					L		0	0	0		-	0
Services	Disaster Planning and								0	0							0	0	0			0
Community	Public Safety								0	0				_			0	0	0		H	0
Safety	Traffic Management							0	0	0							0	0	0			0
Public Transport	19986							0	0	0							0	0	0			0
Municipal	LED/IDP/Urban Planning		_					0	0	0					L		0	0	0	-	-	0
Planning	Land use management							0	0	0							0	0	0			0
Housing					Н			0	0	0					H		0	0	0	-	H	0
	Roads and Stormwater							0	0	0					_		0	0	0	H	H	0
Technical	Solid Waste and Landfill							0	0	0							0	0	0		_	0
Services	Water supply and waste water								0	0							0	0	0			0
	Electricity								0	0							0	0	0			0
	SUB-TOTALS	0	0 0	0 0	0	0	0 0	0	0	0 0	0	0 0	0	0 0	0	0 0	0	0	0	0	0	0

2

Employment profile Total number of employees in the Municipality as at 30 June 2007

					Race				-				And	Ano references	30							Γ
Code	Employment category	African	Coloured	Indian	ian	White	Total		ļ.	20	21-30	31-40		41-50	+	51	Total			- W		T
		¥	ı.	Σ	ш	N N	Σ	F	Σ	ш	M	2	-	T N		ш	M	Total	N N	<u>.</u>	Total	Ē
3. Technicians	<ol><li>Technicians and Trade Workers</li></ol>										ł		$\cdot$	1		1	-	-	$\left  \cdot \right $			T
	Core Admin						0		0		L			F		H	-	0	-	-	-	Te
Corporate	Core Finance						0		0					-	1		0	0 0	0			1
Services	Legal						0	0	0				-	-		-	0	0	0	1		0
						-	-	0	-						-	+	-	0	-	-		1
	Procurement				-		0		0				-	-		-	. c	0 0	- 0	1		9 0
HR and Training					-		0		0	-	+		1	+		+	0		9	$\downarrow$	$\downarrow$	7
	Property Valuation						0		0		+		+	1	1	+	, -		,	1		9
Financial	Rates						0		0	+						+	0	0	0	-		0
Services	Billing						0		0		L			-		-	0	0	0	+		0
	Client Services				_		0		0		-			-			0		0			0
	Parks						0		0	-			-	-		+	0	0	0	-		0
	Community Facilities						0	0	0				-	-			0		0	-		0
Community	Libraries						0		0									0	0	-		0
Services	Recreation Centres						0	0	0	-									0	-		0
	Primary Health Care Facilities						0		0	-			-					0 0	0 0	-		0
	Cemetries						0		0				-					0	0	-		0
Environmental	Environmental Health						0		0	-				-		-		0	0	L		10
Management	Pollutíon Control						0		0									0	0	_		Te
l pos	By-lawjs				-		0	0	0	-			H						0	ļ		ा
6	Licensing						0		0									0	0			0
Emergency	Fire & rescue						0		0		-			L				0	0	L	L	0
Services	Disaster Planning and				-		0		0									0	0			0
Community	Public Safety						0		0	-	-		H					0	0			0
Safety	Traffic Management						0		0									0	0			0
Public Transport							0		0				L	L		-		0	0			0
Municipal	LED/IDP/Urban Planning						0		0	-			-			L		0	0	L	L	0
Planning	Land use management				-		0		0	-								0	0			0
Housing			-		-		-	0	-	-	-	-	-						-	L		10
	Roads and Stormwater						0		0								0	0	0			10
Technical	Solid Waste and Landfill						0											0	0			0
Services	Water supply and waste water						0		0					L				0	0			0
	Electricity						0											0	0			0
	SUB-TOTALS	0 0	1 0	0	0	1 0	2	0	0 2	0	0	+	0	0 0	+	0	2	0	2	0 0		0

Employment profile Total number of employees in the Municipality as at 30 June 2007

				Race	9						Age categories	rips					DWD	
Code	Employment category	African	Coloured	Indian	White	Total		- 20	21-30	31-40	41-50	+	51	Total				1000
		M	M	MF	M	M	Total	u. ∑	¥.	M	Σ	Σ.	u.	M	Total	Σ	щ	Total
4. Community	4. Community and Personal Service Workers																	
	Core Admin					0	0			-		_		0 0	0			0
Cornorato	Core Finance					0 0	0							0 0	0			0
Conjuga	Legal					0									0			0
SEL VICES	IT					0 0	0							0 0	0			0
	Procurement					0	0							0 0	0			0
HR and Training						0 0	0							0 0	0			0
	Property Valuation					0 0	0							0 0	0			0
Financial	Rates					0 0								0 0	0			0
Services	Billing					0	0							0 0	0			0
	Client Services					0	0							0 0	0			0
	Parks																	0
	Community Facilities						0							0 0	0			0
Community	Libraries	1	1		2	1 3	4			1	1		1	1 3				0
Services	Recreation Centres																	0
	Primary Health Care Facilities					0 0								0 0	0			0
	Cemetries													0 0				0
Environmental	Environmental Health	1								1								0
Management	Pollution Control						0							0 0				0
1000	By-laws					0 0	0							0 0				0
Legal	Licensing																	0
Emergency	Fire & rescue	-	1			2 0	2		1		1			2 0	2			0
Services	Disaster Planning and																	0
Community	Public Safety	2	1						+	-		-		3 0	3			0
Safety	Traffic:Management	4	3		1 1 1		6		1	4	2 2			7 2	6			0
Public Transport						0 0								0 0	0			0
Municipal	LED/IDP/Urban Planning	1				1 0	1					1		1 0	1			0
Planning	Land use management					0 0	0							0 0	0			0
Housing						0 0	0							0 0	0		Н	0
	Roads and Stormwater						0							0 0	0			0
Technical	Solid Waste and Landfill					0 0	0							0 0	0			0
Services	Water supply and waste water					0 0	0								0			0
	Electricity																	0
	SUB-TOTALS	9 1	5 1	0 0	1 3	15 5	20	0 0	3	2 6 :	3 3	0 2	1	14 6	20	0	0	0

Total number of	Total number of employees in the Municipality as at 30 June 2007	30 Jun	e 2007																							
	1		H			Rac	ce				-					Age	categories	ries					ŀ	DWD		Γ
Code	Employment category	African		Coloured	Щ	Indian	White		Total	Total	2	- 20	21-30	-30	31-40		41-50	- 1	+ 51		Total	Total	2	-	T of a	7
5. Clerical and	5. Clerical and Administrative Workers		┨	-	+	-		-		-	8		Ξ		Ξ		Σ	Σ.		Σ			4	4		T
	Core Admin		2	2	4			-	L		12			5	3	2	+	F	-		1		45	F	ŀ	Te
Corporate	Core Finance	1	1	5	-			1			6		-	-	3	+	2	2					6	-		7
Services	Legal		+	1	+	1					0				H					_			0	-		0
	Procurement				+	-		$\dagger$	0 0	0 0	0 0					$\parallel$	$\mid \cdot \mid$				0	0	0			0
HR and Training	4	t	$\dagger$	+	-	ļ	1	+	1		2 4			-	†	+	+	+	+	1		1	0	1		0
	Property Valuation		-	-	+	-	I	l			- 7-		I	1	T	-	+	1	+				-	+	1	न
Financial	Rates	4	3	2	2	-		-			- 1		-	TC.	6		+	+	+	1				+		
Services	Billing		-	$\mid \cdot \mid$	3						4					- 2	-	-	1				4	+	+	0
	Client Services	1			-						2			-		-		-	-				2			0
	Parks		H	-	L	L		-			0				t	1	-	+	-		ı	ı	10	$\downarrow$	1	7
1	Community Facilities		-	_				-			0								-				0	-	-	0
Community	Libraries										0					-							0	-	-	0
Services	Recreation Centres										0							-	-				0	-	-	0
	Primary Health Care Facilities		-								0				-	-		-					0			0
	Cemetries	+	+	1	-	-		$\forall$			0					-							0	L		0
Environmental	Environmental Health	1		+	+						0					-	H	L					0	L		0
Management	Pollution Control	1	+	+	+	-					0						-						0		L	0
Legal	By-laws		+	+		4		-			0				H		H					ı	0	L	L	0
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Services	Disaster Planning and	$\dagger$	+		+	-		+	0 0	0	0				+	+	+	-	-				0			0
Community	Public Safety	$\dagger$	+	+	+	-	1	+				I		1	+	+	+	+	1		1	١	5	1	1	ा
Safety	Traffic Management	-	-	-	-			-			4			4	+	0	+	-	+	1			5 .	+		0
Public Transport		H	H	-	H	-		-	ı	l	0			t	$\dagger$	+	+	+	1					$\downarrow$	1	0
Municipal	LED/IDP/Urban Planning	-	$\vdash$	-	L			-	ı	l	0			T	+	+	$\vdash$	1	1				, 0	-	ļ	9
Planning	Land lise management										0					-	-	-					0			0
Housing	****		-	H	-						-				-	-	-	L	L			١	-	L		10
	Roads and Stormwater										0				-	-	-	L		0			0			0
Technical	Solid Waste and Landfill										0					-	-	-					0			0
Services	Water supply and waste water										0					-		-		0			0			0
	Electricity		- 1		-			-			0												0			0
	SUB-TOTALS	9	13	10 1	13	0 0	0	3			5 0	0	2	14	10	10	4	3	0 2				15	-	0	-

Employment profile Total number of employees in the Municipality as at 30 June 2007

White         Total         -20         21:30         31:40         41:50         +51         Total         M         F         M						Race	ice						-	٩	Ane catenories	pripe				-		DWD	
The previous state of the control of	Code	Employment category	African		oured	Indian		ite	Total	1	- 20	21	1-30	1	41-50	-		Tota			H		
Core Admitted   Core Flettenee   Core Flette		and this in	$\vdash$	Н	Н	Н	Н		Н	lotal			ıL	H	H	H	F	Σ	Γ	otal	_		otal
Core Admin   Cor	6. Machine Op	erators and Drivers																					
Concentration   Concentratio		Core Admin										L				ŀ		0	0	0	L	-	0
Legal    Procurement   Procu	Corporate	Core Finance																0	0	0			0
Procurement	Sopricos	Legal																0	0	0			0
Procurement	Salvices	IT																0	0	0			0
Training   Property Valuation   Property Palaution   Property Palautio		_																0	0	0		-	0
Percently Valuation	HR and Training	6		L												-		0	0	0		-	0
Faces   Face		_		L							-	-				L	F	0	0	0		-	0
Figure   Commonly Facilities   Commonly Fa	Financial	Rates																0	0	0		_	0
Client Services   Community Facilities   Client Services   Community Facilities   Communi	Services	Billing																0	0	0			0
Parks   Park		Client Services																0	0	0			0
Community Educations		Parks																0	0	0			0
Principle   There   Ther		Community Facilities																0	0	0			0
Participality Certificial Seriosation Certificas   Primary Health Care Facilities   Primary Healt	Community	Libraries																0	0	0			0
Primary Health Care Facilities   Primary Health Control Inchesions   Primary Health Control Inchesions   Primary Health Care Facilities   Primary Health Control Inchesions   Primary Health Control Inchesions   Primary Health Care Facilities   Primary Health Care	Services	Recreation Centres																0	0	0	_		0
Cemetries		Primary Health Care Facilities																0	0	0			0
Projection   Environmental Health   Projection   Projec		Cemetries																0	0	0			0
Public Control   Pollution Control   Polluti	Environmental	Environmental Health		_														0	0	0	200		0
By-laws   By-laws   Electricity   Electric	Management	Pollution Control																0	0	0			0
Licensing   Lice	0000	By-laws																0	0	0			0
sector         Fire & rescue         Include Serious	regal	Licensing		i														0	0	0			0
Disaster Planning and blacker Planning and Public Safety	Emergency	Fire & rescue		100														0	0	0	-		0
Public Safety         Public Safety         Public Safety         Institute of the control	Services	Disaster Planning and																0	0	0			0
Transport   Tran	Community	Public Safety																0	0	0		Н	0
Transport         LED/IDP/Urban Planning         Include the control of the control o	Safety			100														0	0	0			0
LED/IOP/Urban Planning         Image: Electricity of a control o	Public Transpor	100																0	0	0			0
Land use management         Image: control of the	Municipal	_		L												_		0	0	0			0
Roads and Stormwater	Planning	Land use management																0	0	0		_	0
Roads and Stormwater	Housing																	0	0	0			0
Solid Waste and Landfill 7 8   15 0 15 0 15   16 0 15   17 0 15   17 0 15   18 0 15   19 0 10 10 10 10 10 10 10 10 10 10 10 10 1		Roads and Stormwater	1	2										2	1			3	0	3			0
Water/Bupply and waste water         1         9         10         0         10         0         10         0         10         0         10         0         10         0         10         0         10         0         10         0	Technical	Solid Waste and Landfill	2	8	-			100 mm				1		3	9		5	15	0	15		-	0
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9 0 19 0 0 0 0 0 28 0 28 0 0 4 0 9 0 9 0 6 0 28 0 28 0		Electricity				_										+		0	0	-	+	+	7
		SUB-TOTALS						- 22			0					0		28	0	28	0	0	0

Employment profile Total number of employees in the Municipality as at 30 June 2007

Configuration   Configuratio							œ	Race			-	L					V			-						
State   Stat	Code	Employment category	Afric	-	Colour	L	Indian	-	hite	Total	-		20	24.3	-	24.40	añ-	44 En		7.7	1	-		f	PWD	
Configuration   Configuratio			Σ		Σ		L	-	ш	-	Т	1		2		2	-	1	2	5	e lote	L	Total	Σ	ш	Total
Come Administration   Come Administration	7. Labourers						Į.	ł							-			+	5		E	1		1	1	
Comparison		Core Admin		2		2	-	L		1		-		1	*	F	H	-	-	c		-	ŀ	l	1	ľ
Transfer   Transfer	o descent of	Core Finance								L		-		1	-	1	Ŧ	-	-	7	0	+	4		†	٦
Training   Procurement   Pro	Comporate	Legal				l	-									+	+	+	+		0	0	0	1	+	٥
Training Procurement  Training Procurement	services					Š.		-					I		1	ł	+		-		9	0	9 (	1	†	٦
Training   Property Valuation   Property   Property Valuation   Property   Pr		Procurement	İ				-							+		+	-		_		0	0	0		1	٥
Progrety Valuation   1	HR and Training	1	T	T	-	$\dagger$	-	1		1					$\dagger$	$\dagger$	+	+	1		3	=	3	1		
State   Community Facilities   Community Fa		-	t	1	1	$\dagger$	+	1		1				+	+	+	+	+			9	0	0	1		
Figure   Control   Figure	Linconial	Deter y valuation		1	1			+		-				1	+						0	0	0			0
Definition of the control of the c	rinanciai	Kates	1	+	+	1	-	1				6									0	0	0			0
Clear Libervices   Clear Liber	Services	Billing	-	-	2							3		-		3		L			٣	0	3			0
Particular Particula		Client Services				-								-	-	-			L		6	-	0			
Particular   Par		Parks		$\vdash$	-	-	H	L		ı				T	+	H	H	L		T	,	•	,	t	t	
Procession Certices	Community Facilities					_	L		1					-		-	-			0	0	0		1		
Recreation Contres	Community	Libraries			-	-				1			1	+	$\dagger$	+	+	+			9	0	3 0	+	1	
Printary Health Care Facilities   Prin	Services	Recreation Centres			H	-	-			1			1		+		-				5	5	9	1		9
Cemerifies		Primary Health Care Facilities		1	-	+	+			1			1	+	+	+	+	-		1	5	9 (	3	+		٦
Post National Health   Environmental Health		Complian	t			$\dagger$	-			1			1	+	+	+	-	-			0	-	0			0
Particular Control   Particu	nvironmental	Environmental Health	t		+	+	+	1	1	1			1	$\dagger$	+	+	1	1			9	9	9	1	1	٩
Explanation Control    langagement	Dallidian Control			1	+	+	1	1						+	+	1				0	0	0			0	
Circles Single Flowing and waste water   Circles Light Stock Water Supply and waste water   Circles Light Mater Supply and waste water   Circles Ci	allagement	POHUMON CONTROL	1	+	+	+	+			- 1				+	1	+	-			1	0	0	0			0
Transport   Fire Rescue   Fi	egal	by-laws	1		1	1	-														0	0	0	_		0
Processor   France   Processor   Process		Licensing	1	1	1	+	-			- 1					-						0	0	0			0
Traffic Management	mergency	Fire & rescue		1	-	+				- 1							_				0	0	0			0
Public Safety   Public Safet	ervices	Disaster Planning and	1	1	-	-												_			0	0	0			0
Transport   Tran	ommunity	Public Safety	1		1	-								-	$\vdash$						0	0	0			0
ED/IDP/Urban Planning	afety	_	1	1	-	+	-								-	-					-	0	-			0
LED/IDP/Urban Planning	ublic Transpor	- 1								- 8				-	-	-	L	_			0	-	6	$\mid$		0
Floads and Stormwater	lunicipal	LED/IDP/Urban Planning			H	-								H	-	-	L	-			0	0	-	$\dagger$	t	9
Roads and Stormwater	lanning	Land use management			-									-		-					0	-	6	-	+	0
Roads and Stormwater	lousing			F	-					1			T	t	+	$\vdash$	1	1		$\dagger$	0		0	$\dagger$	$\dagger$	
Solid Waste and Landfill         15         2         16         31         2         33         1         11         1         15         1         4         31         2         33           Water supply and waste water         2         10         0		Roads and Stormwater	-		2	-	L			ı	l		$\dagger$	$\dagger$	H	$\vdash$	L	-	1	$\dagger$	6	0	~	t	t	9
Water supply and waste water         2         10         12         0         12         0         12         0         12         0         12         12         0         12         0         12         12         0         12         0         12         0	echnical	Solid Waste and Landfill	15	2	16	-								-	-	11	-	5	4	1	31	7	33	t	t	0
Electricity   SUB-TOTALS   19   4   31   2   0   0   0   0   0   0   0   0   0	ervices	Water supply and waste water	2		10									4	-	3	-	2	3	T	12	0	12	T		-
SUB-TOTALS 19 4 31 2 0 0 0 50 6 56 0 0 5 6 1 18 1 18 1 18 2 9 2 50 6 56 0 0 0 6 1 18 2 9 2 50 6 56 0 0 6 6 6 56 0 0 6 6 6 56 0 0 6 6 6 56 0 0 6 6 6 56 0 0 6 6 6 56 0 0 6 6 6 56 0 0 6 6 6 56 0 0 6 6 6 6		Electricity												+		-				$\vdash$	0	0	0	-		10
Roads and Stormwater   Solid Waste and Landfill   Solid Waste and Landfill   Solid Waste water   Solid W		SUB-TOTALS	19	4	31	2			0				0	5	-	18	L			2	5	9	55	6	c	0
Roads and Stormwater   Solid Waste and Landfill   Solid Waste and Landfill   Solid Waste water   Solid W	Apprentices									1					1									,	7	Ì
Solid Waste and Landfill   Solid Waste and Landfill   Solid Waste and Landfill   Water supply and waste water   2   2   0   2   1   1   1   1   2   0   2   0   2   1   2   2   2   2   2   2   2   2		Roads and Stormwater		F		-	L			L				-	-	ŀ	L	L			0	0	0	H	F	C
Water supply and waste water         2         0         2         1         1         1         1         2         0         2           Electricity         SUB-TOTALS         0	echnical	Solid Waste and Landfill														-					0	0	0	H		0
SUB-TOTALS 0 0 2 0 0 0 0 0 0 1 0 1 0 0 0 0 0 0 0 0	ervices	Water supply and waste water			2									<del>-</del>		+					0	6	0			c
0         0         2         0															-						0	0	0		f	0
47 19 71 18 0 0 5 8 123 45 168 0 0 15 17 47 15 39 8 21 6 122 46 168 1		SUB-TOTALS	0	0	2	0			0				0	-	0	-				0	2	0	2	0	0	0
		TOTALS	47	19		18			_		•		c	15	L	Ĺ				ď	422	y.	468	7	0	-

Employment profile Number of new recruits employed during the year ending 30 June 2007.

						Race										Ag	Age categories	egor	ies				$\vdash$		PWD		
Employment category	Afr	ican	African Coloured	nred	Indian	ian	White	te	Total		Total	- 20		21-30		31-40 41-50	41	-50		+ 51	Total		Total	3		Total	
	Σ	щ	Σ	щ	Σ	ഥ	Σ	щ	Σ	ш	_	F	Σ	т-	Σ	ш	Σ	ш	Σ	щ	Σ	ш		Ξ	L		
Legislators	3	-	2	2	Г		-	-	9	4	10	H			2	L	7	က	2	-	9	4	9		T	0	
Directors and Corporate Managers									0	0	0	-			_						0	0	0			0	
Professionals									0	0	0		_								0	0	0			0	
Technicians and Trade Workers									0	0	0		_								0	0	0			0	
Community and Personal Service Workers		-							0	1	_	-		-							0	-	_			0	
Clerical and Administrative Workers	1	2	1	2	1		- /		2	4 6	9	2000 m	-	4	-						2	4	9			0	
Machine Operators and Drivers									0	0	0			_							0	0	0			0	
Labourers		-	7				100		2	1	3		_	- 8	-	1			-		2	1	3			0	
Apprentices									0	0	0										0	0	0			0	
TOTALS 4	4	5	2	4	0	0	-	-	10	10 2	20 0	0 0	1	5	4	1	2	3	3	1	10	10 2	20	0	0	0	

Kou-Kamma Municipality
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Employment profile

New labour market entrants employed during the year ending 30 June 2007

	П						Race										B	Age categories	tego	ries						PWD	Ö
Employment category	Afr	ican	Col	oure	African Coloure Indian	lian	White	nite	To	Total	Total	- 20		21-30	30	31-40	6	41-50	9	+ 51	_	Total	a	Total	:		Total
	3	π	3	П	3	M F	S F	п	3	П		Z	П	≤	п	3	П	≤	П	3	긔	3	П		3	т	
Legislators									0	0	0				4	4	_	4	4	4	4	1		9			9
Directors and Corporate Managers	9								0	0	0				_	4	4	4	$\downarrow$	-	-	0	0	2		J	<b>5</b>
Professionals									0	0	0				1	4	4	_	4	4			0	0			0
Technicians and Trade Workers									0	0	0					$\perp$	_	4	4	4	_	0	0	0			0
Community and Personal Service Workers		HI S							0	0	0											0	0	0			0
Clerical and Administrative Workers			_						2	0	2			_	4	1	4	4	$\perp$	4	4	2	0	2			0
Machine Operators and Drivers									0	0	0						4	4	4	4	4	0	0	0			0
Labourers									0	0	0											0	0	0			0
Apprentices									0	0	0											0	0	0			0
TOTALS 1 0 1 0 0 0 0 0	-	0	7	0	0	0	0	0	2	0	2	0 0 1 0	0	_	0	_	0	0 0 0 0	0	0	0	2	0	2	0	0	0
																			ŀ	-	-						

Employment profile

Number of interns given structured work experience during the year ending 30 June 2007

	Work area	Afr	African	င္၀	Coloured	_	Indian	<	White	-	Total	Total	<u>a</u>	PWD	Total
		3	F	×	F	M	F	M	F	M	F		3	F	
	Core Admin									0	0	0			0
Corporate	Core Finance	ے		1						2	0	2			0
Services	Legal									0	0	0			0
Od Alcas	Τ									0	0	0			0
	Procurement									0	0	0			0
HR and Training										0	0	0			0
	Property Valuation						1			0	0	0			0
Financial	Rates									0	0	0	1		0
Services	Billing									0	0	0			0
	Client Services									0	0	0	-		0
	Parks									0	0	0			0
Community	Community Facilities									0	0	0			0
Services	Libraries									0	0	0			0
00141000	Recreation Centres									0	0	0			0
	Primary Health Care Facilities									0	0	0			0
	Cemetries									0	0	0			0
Environmental	Environmental Health									0	0	0			0
Management	Pollution Control									0	0	0			0
l egal	By-laws									0	0	0			0
1080	Licensing									0	0	0	- \		0
Emergency	Fire & rescue									0	0	0			0
Services	Disaster Planning and Management									0	0	0			0
Community	Public Safety									0	0	0			0
Safety	Traffic Management									0	0	0	_		0
Public Transport										0	0	0			0
Municipal	LED/IDP/Urban Planning									0	0	0			0
Planning	Land use management									0	0	0			0
Housing										0	0	0			0
	Roads and Stormwater									0	0	0			0
Technical	Solid Waste and Landfill									0	0	0			0
Services	Water supply and waste water									0	0	0			0
	Electricity									0	0	0			0
Other (specify below)	low)														
										0	0	0			0
Kou-Kamma Municipality	nicipality TOTALS	-3	0	_2	0	0	0	0	0	N	0	2	0	0	0
Annual Report 2006/2007	006/2007						l				-	-		ŀ	

Employment profile

Number of employees who left the enterprise in the year ending 30 June 2007

Employment category		African	Color	_	Indian		id	Total	Total	. 20	-	31.30	2	Age	Age categories	+						PWD	+		11	1 1				W.		W.	W.	W.	W.
employment category		African	Coloured	-	Indian	White	ito	Total	Total	- 20		21-30	31	31-40	41-50	-	+ 51	Total		Total		z	¥ F To	M F Total R	M F Total Resigne	M F Total Resigned R	M F Total Resigned Retired	Retired	-	Retired Retrenched	Retired Retrenched Medical	Retired Retrenched Medical	Retired Retrenched Medical Dismissed	Retired Retrenched Medical	Retired Retrenched Medical Dismissed
		7	×	T N	7	Z	ח	×		×	T	- -	×	T	2	E H	n	=	n																
Legislators		_		-	+		-	9		-	1	+	1	Ī	1	1	ŀ		1			,			3		M 7 M	3 7 3	M 7 M 7	3 7 X 7 X 7	3 T X T X T	3 T 3 T 3			
Directors and Corporate Magaziera		1		+	+	1				-	-	H				ŀ	-	0	_	_	0	0	-	- 0	- 0	0	0	0	0						
Contract Manager			-					0	1						-		00.000	-	۰	_	1	1	1	1	1 0 1	1 0 1	1 0 1	1 0 1	0 1	1 0 1	1 0 1	1 0 1	1 0 1	1 0 1	1 0 1
Professionals				_				0	0						-	1	1	9	١.	+	2	3		3		3									
Technicians and Trade Workers			-	_			-	0	-	4	1	1	1		1	+	1			+															
Community and Personal Service Workers		_		-	+		1	-	2	-	_	1	1	•	+	1	†	-		+	3 -	, -		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,									3	,
Clerical and Administrative Workers		-		-	1			2	,	-		+	1	3	+	+	t	,	,  -	+															
Machine Operators and Drivers		1		1	+	1	1	2	1	+	1	+	1	-	+	ł				╀	1	_	-	2	2	2	2	2	2	C	c N		C .	K .	0
abourare		1	,	1	+	1				1				I	-	-	1	-		-	0	0	0	0	0	0	0 0	0	0	0	0	0	0	0	0
Annadica		1		+	+	1	-	3	4	L	_		-		-	-	-	3		0	0 3	0 3	0 3	0 3	0 3	0 3	0 3	0 3	0 1	0 3 0 1 2	0 3 0 1 2	0 3 0 1	0 3 0 1	0 3 0 1	0 3 0 1 2
De la laces				-	-		-	0	0		-	-			_		_	0		0	0	0 0	0 0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0	0 0 0	0 0 0	0 0 0	0 0
	TOTALS	2	5	0	0	0	0	6 3	9	0	0 2	0	1	3	_	2	0	6	$\overline{}$	ω	3 9	3 9 0	3 9 0 0	3 9 0 0 0 4	3 9 0 0 0 4 2	3 9 0 0 0 4 2 0	3 9 0 0 0 4 2 0 0	3 9 0 0 0 4 2 0 0 0	3 9 0 0 0 4 2 0 0 0 0	3 9 0 0 0 4 2 0 0 0 0 2	3 9 0 0 0 4 2 0 0 0 0 2 0	3 9 0 0 0 4 2 0 0 0 0 2 0 0 0	3 9 0 0 0 4 2 0 0 0 0 2 0 0 0 0	3 9 0 0 0 4 2 0 0 0 0 2 0 0 0 1	3 9 0 0 0 4 2 0 0 0 0 2 0 0 0 0 1 6

Employee qualification profile Employee qualification profile as at 30 June 2007

								Ŧ	ahest	evel q	ualifica	tions h	eld by	emplo	vees							1
	Employment category	Below NOF 1	z	NQF 1	N	NQF 2	NQF 3	- 1	NOF	4	NQF 4 NQF 5 NQF 6 NQF		NOF 6	-	NOF 7		NQF 8	_	Unknown	10	Total	Total
		×	×	T	2	F	Z	TI	X	T	I	7	Z I	+	Z	7	N N	+	Z n	2	п	
1. Legislators											ŀ	ł	-	-	ŀ	ŀ	ŀ	-	ı			ſ
	Executive Mayor							$\dashv$	4	$\dashv$	$\dashv$	$\dashv$	$\dashv$	$\dashv$	$\dashv$	$\dashv$	$\dashv$	$\dashv$	1	0	0	
	Mayor							4	-	4	-	$\dashv$		+	$\dashv$	+	+	+	1	_	0	_
1112	Local Government Legislators (Councillors)		٦					_	4	3		_		-		-		-		5	4	9
1113	Traditional Leaders & Heads of Villages									_			+	-	-	-	+	$\dashv$	100	0	0	0
	Other (specify below)											$\exists$	$\dashv$					+				
															$\dashv$					0	0	0
	SUB-TOTALS	0 0	1	0	0	0	0	0	5	3	0	1 0	0	0	0	0	0	0	0	Ð	4	10
1. Directors and	Directors and Corporate Managers																					- 1
11131	City/Municipal Manager							Ц		-	-	-	$\dashv$	_		$\dashv$				_	0	_
11133	General Managers												-		_	-				0	0	0
1211	Corporate Services Managers										-		$\exists$							0	-	_
1212	Finance Managers								_				-		-					0	0	0
1213	Human Resource Managers										_	-				) ) <sup>328</sup> )				0	0	0
1214	Policy and Planning Managers															-		+		0	0	0
1221	Engineering Managers								-	-	_							$\dashv$		2	0	2
1222	Construction Managers											-				-	-	+		0	0	0
1231	ICT Managers																			0	0	0
1251	Health, Welfare and Education Service Managers																			0	0	0
12922	Commissioned Fire Officer																			0	0	0
12923	Commissioned Police Officer (Metro/Traffic Police)																			0	0	0
12991	Laboratory Managers															1000				0	0	0
12992	Environment, Parks and Land Care Managers																			0	0	0
12993	Sports Administrator or Manager								_		-			-	1	1	1	-		0	0	0
12994	Arts Administrator or Managers							_			-	1	+	$\dashv$	1	1	1	1		0	•	0
1491	Sport and Recreation Managers									- 40										0	•	0
1492	Customer Services Managers																			0	0	0
	Other (specify below)															0						
Community ServicesManager	cesManager																			1	0	1
	SUB-TOTALS	0 0	0	0	0	0	0	•	2	0	1 0	0	0	_	1	- 0	0	0	0	4	-	5

Employee qualification profile Employee qualification profile as at 30 June 2007

2. Professionals  Corporate Services  Legal HR and Training Froperty Valuation Financial Services Fries Ferrices Fries Community Froeperty Valuation Flands Ferrices Fries Ferrices Fries Ferrices Fries Fri					1			Highest	level qu	alifications	Highest level qualifications held by employees	nploye	es						
sionals sionals aining aining y y y y y y y y y y y y y y y y y y y	Emj	loyment category	NQF 1	K 2		, c	E NOT	z z	4 п	NOF 5	NQF 6	z		NQF 8	-	- g	Total	1	Total
aining aining y	ionals		ı	-		- 1-	1	3	-	3	3	3		3	-	3	3	-	
aining aining y y y y	П	än			$\dashv$				+		-	$\exists$			4		0	•	•
aining aining yy	Г	nce															0	0	0
aining aining yy																	0	0	0
aining aining yy														1			0	0	0
port	Procuren	ent													4		0	0	0
nsport y									-								0	0	0
nsport y		/aluation							-						-		0	0	0
nsport y	Rales														-		0	0	0
nsport y	Billing																0	0	•
nsport sport	Client Sea	vices															0	٥	0
nsport y	Parks																0	0	0
nsport 1		acilities	٠												_		0	0	•
nntal ent y															_		0	0	0
nntal ent y		entres															0	0	•
nntal ent y	Primary Heal	th Care Facilities												-	$\dashv$		0	0	0
ental ent ent y	Cemetries												22.0		-		0	0	0
nsport y	=	al Health															0	0	0
nsport		trol												_			0		0
nsport	By-laws														_		0	0	0
nsport y	Licensing				_								Section 1				0	0	0
nsport	,																0	0	0
nsport		ning and Management															0	0	0
nsport																	0	0	0
пѕроп	Traffic Manag	ement															0	0	0
																	0	0	•
	LED/IDP/Urb	an Planning			2												0	0	0
	Land use ma	agement															0	0	0
																	•	0	0
	Roads and S	ormwater															0	0	0
	Solid Waste	nd Landfill															0	0	•
Electricity	Water supply	and waste water													_		0	0	•
	Electricity														_		0	0	0
SUB.		SUB-TOTALS	0	0	0	0	0 0	0	0	0	0	0	0	0	0	0	0	0	0

Employee qualification profile Employee qualification profile as at 30 June 2007

Corporate   Lings     3. Technicians :	Employment category Technicians and Trade Workers	Below NQF 1		M NOF	NQF2	l	M NOF 3		Highest level qualifications held by employees NQF 4 NQF 5 NQF 6 NQF M F M F M F M F M	M Qualif	F 5	M NOF	F 6 empl	X Z	F 7	7 NOF	7 NQF8	7 NQF8 Unknown F M F M F	7 NQFB	
Core Finance		Core Admin		4			4	$\dashv$		1				$\dashv$						0 0
Liegal   IT   IT   IT   IT   IT   IT   IT   I		Core Finance											1 1	$\vdash$						0 0
Procurement	Services	Legal												_						0 0
Procurement		П							_											1 0
Property Valuation		Procurement																		0 0
Property Valuation   Rates   Rates   Billing   Billing   Billing   Billing   Billing   Billing   Billing   Billing   Billing   Braks   Braks   Beart   Brainsy   Beart   Brainsy   Beart   Brainsy   Beart   Brainsy   Beart   Brainsy   Beart   Brainsy   Beart   B	HR and Training																			0 0
Billing   Billing   Billing   Billing   Billing   Billing   Clent Services   Community Facilities   Community Facilities   Community Facilities   Community Facilities   Community Facilities   Community Health Care Facilities								-												0 0
Billing	Financial	Rates										8	_							0 0
Client Services	Services	Billing																		0 0
Parks		Client Services											_							0 0
Community Facilities   Community Facilities   Community Facilities   Community Facilities   Cometries   Community Health Care Facilities   Cometries   Community Health Care Facilities   Community Health Care F		Parks						-					_							0 0
Libraries		Community Facilities																		0 0
Recreation Centres	Services	Libraries																		0 0
Primary Health Care Facilities		Recreation Centres																		0 0
Cemetries		Primary Health Care Facilities					3													0 0
Environmental Health		Cemetries					L						_							0 0
By-laws   Licensing   Licens	Environmental	Environmental Health							_				72.0							0 0
By-laws   Licensing   Licens	Management	Pollution Control																		0 0
Licensing   Lice	l coral	By-laws					_													0 0
Fire & rescue  Disaster Planning and Management  y Public Safety  Traffic Management  LED/IDP/Urban Planning  Land use management  Roads and Stormwater  Solid Waste and Landfill  Water supply and waste water  Electricity	1000	Licensing																		0 0
Disaster Planning and Management  y Public Safety Traffic Management  LED/IDP/IJtban Planning Land use management  Roads and Stormwater Solid Waste and Landfill Water supply and waste water Electricity	Emergency	Fire & rescue			_								_							0 0
Public Safety Traffic Management  Insport  LED/IDP/Urban Planning Land use management  Roads and Stormwater Solid Waste and Landfill  Water supply and waste water  Electricity	Services	Disaster Planning and Management																		0 0
Traffic Management  Insport  LED/IDP/IJtban Planning  Land use management  Roads and Stormwater  Solid Waste and Landfill  Water supply and waste water  Electricity	Community	Public Safety																		0 0
Roads and Stormwater  Rold Waste and Landfill  Water supply and waste water  Electricity	Safety	Traffic Management							_											0 0
LED/IDP/Utban Planning  Land use management  Roads and Stormwater  Solid Waste and Landfill  Water supply and waste water  Electricity	Public Transport																			0 0
Roads and Stormwater Solid Waste and Landfill Water supply and waste water Electricity	Municipal	LED/IDP/Urban Planning																		0 0
Roads and Stormwater Solid Waste and Landfill Water supply and waste water Electricity	Planning	Land use management																		0 0
	Housing								1											1 0
		Roads and Stormwaler																		0 0
	Technical	Solid Waste and Landfill					-						$\vdash$							0 0
Electricity	ervices	Water supply and waste water		-				-					T		_					0 0
		Electricity		-				-												0 0

Employee qualification profile Employee qualification profile as at 30 June 2007

						ar isalific	el quamicano	Highest level qualifications held by employees	ployees				
	Employment category	Below NQF 1	NOF 1	NQF 2	NOF 3	NQF 4	NQF 5	NQF 6	NQF 7	NQF 8	Unknown	Total	Total
		W.	2	¥	X.	M	¥	M	M	11 2	H.	2	LL.
4. Community	4. Community and Personal Service Workers									1	1		
	Core Admin									-		0	0
Cornorate	Core Finance											0	+
Services	Legal											0	-
	L											0	+-
	Procurement											0	0
HR and Training	BI											0	0 0
	Property Valuation											0	0
Financial	Rates											0	0
Services	Billing											0	0
	Client Services											0	0
	Parks											0	0
The state of the s	Community Facilities												-
Services	Libraries			2	-	-						-	3
	Recreation Centres											0	-
	Primary Health Care Facilities											0	0
	Cemetries											0	0
Environmental							-					0	-
Management	Pollution Control											0	0
Legal	By-laws											0	0
	Licensing											0	0
Emergency	Fire & rescue					2						2	0 2
Services	Disaster Planning and Management											0	0
Community	Public Safety					3						۳	9
Sarety	Traffic Management					-	7					80	1
Public Transport								-				-	0
Municipal	LED/IDP/Urban Planning											0	0
Planning	Land use management											0	0 0
Housing												0	0
-	Roads and Stormwater											0	0 0
Technical	Solid Waste and Landfill											0	0
Services	Water supply and waste water											0	0
	Electricity	-										0	0
	SUB-TOTALS	0 0 ST	0	0 2	1	6 2	7 1	1 0	0 0	0 0	0 0	15 5	20

Employee qualification profile Employee qualification profile as at 30 June 2007

								I	ighest	evel at	talificat	ions h	Highest level qualifications held by employees	nolove	Si						
	Employment category	Below NQF 1	3 -	NOF 1		NQF 2	NO.	3	NOF 4	4	NOF 5		NQF 6	ž	NOF 7	NOF 8	-	Unknown		Total	Total
		Σ	ıL	Σ.	2	ш	×	u.	Σ	ш	×	F	M.	Œ	F	×	u_	MF	2	ш	
5. Clerical and A	5. Clerical and Administrative Workers																				
	Core Admin		H			-	+		2	9	Ë	2	-				_		3	6	12
	Core Finance			r				-	3	-	-	+	1	-					9	8	6
Corporate	Legal								-		-								0	0	0
	П																		0	0	0
	Procurement																		0	0	0
HR and Training											-								0	-	٦
	Property Valuation									-					- 20				0	-	-
Financial	Rates			1		+			2	4	2 1	_							5	9	1
Services	Billing									-	-	2	-						0	4	4
	Client Services					1				1									0	2	2
	Parks											_							0	0	0
;	Community Facilities																		0	0	0
Services	Libraries																		0	0	0
	Recreation Centres																		0	0	0
	Primary Health Care Facilities																		0	0	0
	Cemetries		-								_	_					_		•	0	0
Environmental	Environmental Health										-								0	0	0
Management	Pollution Control										_								0	0	0
1000	By-laws									_						V 4.5			0	0	0
reñai	Licensing			-														-	0	0	0
Emergency	Fire & rescue																		0	0	0
Services	Disaster Planning and Management											_	_						0	0	٥
Community	Public Safety																		0	0	٥
Safety	Traffic Management								-	3		_					H		-	6	4
Public Transport												_							0	0	0
Municipal	LED/IDP/Urban Planning											-					-		0	0	0
Planning	Land use management																		0	0	•
Housing							532.05				-								0	-	-
	Roads and Stormwater			3															6	0	٣
Technical	Solid Waste and Landfill	1		11	2		+					_							15	0	15
Services	Water supply and waste water			2	+		-		9	-	-	-				-			9	0	9
	Electricity										-	_				-			0	0	•
	SUB-TOTALS	1	0	18 0	3	3	3	-	4	11	2 7	-	7	-	0	0	0	0	43	8	73

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Employee qualification profile Employee qualification profile as at 30 June 2007

		-						Higher!	Sino loss	Heading	Unbock land confidentions hald by								
	Employment category	Bel	Below NGF 1	NQF 1		NQF 2	NQF 3	NQF 4	anh isa	NQF 5	NOF 6	NQF 7	2	NQF 8	Unknown	nwor	Total	1	Total
		Σ	ш	M	F	ı	ĭL Z	×	<b>X</b>	L.	M	×	t.	N .	2	ls.	×	f4	
6. Machine Opes	6. Machine Operators and Drivers									1	-		1	-			-	$\frac{1}{1}$	Τ
	Core Admin								_	L			-				0	0	0
Cornorate	Core Finance																0	0	0
Services	Legal				-												0	0	0
	П			-213													0	0	0
	Procurement												-				0	0	0
HR and Training																	0	0	0
	Property Valuation													-			0	0	0
Financial	Rates																0	0	0
Services	Billing																0	0	0
	Client Services																0	0	0
	Parks																0	0	0
1	Community Facilities								_								0	0	0
Services	Libraries																0	0	0
	Recreation Centres																0	0	Ţ
	Primary Health Care Facilities																0	0	
	Cemetries																0		0
Environmental	Environmental Health																0	•	
Management	Pollution Control																0	0	
Legal	By-laws																0	0	
	Licensing																0	0	
Emergency	Fire & rescue																0	0	
Services	Disaster Planning and Management				-												0 0	0	_
Community	Public Safety																0	0	_
Safety	Traffic Management																0	0	_
Public Transport																	0	0	
Municipal	LED/IDP/Urban Planning																0	0	
Planning	Land use management																0 0	0	
Housing																	0 0	0	
	Roads and Stormwater																0	0	_
Technical	Solid Waste and Landfill																0 0	0	
Services	Water supply and waste water								_				_				0 0	0	
	Electricity								_								0 0	0	
	SUB-TOTALS	LS 0	0	0	0	0	0	0	0	0	0	0	0 0	0	0	0	0 0	0	

Employee qualification profile Employee qualification profile as at 30 June 2007

								Highes	st level	qualifica	tions h	Highest level qualifications held by employees	ployees							
	Employment category	Below NOE 4	z	NQF 1	NQF 2	2	NQF 3	Š	1F 4	NOF	2	NQF 6	NQF 7	. 1	NQF 8		Unknown	Total		Total
		¥ ×	Z	4	×	u	M	×	L.	×	F	T.	¥	L	M F	Σ	4	¥	L	
7. Labourers																		1	l	П
	Core Admin			3			-									_		•	4	4
2	Core Finance													-				0	0	0
Corporate	פטש														_			0	0	0
Services	1. J.																	0	0	0
	Drougement																	0	0	0
Togathar	1		-	-														0	0	0
August of the National Control	Downty Valuation		-	-		$\vdash$					-							0	0	0
10000	Date of the control o		L			-					-							0	0	0
Services	Raining		-	-	-	+	-				-					_		3	0	3
	Olivery Services		-															0	0	0
1	Parks		_											-				0	0	0
	Community Facilities		-			$\vdash$												0	0	0
Community	Libraries			-		-								-				0	0	0
Services	Recreation Centres		-			-												0	0	0
	Primary Health Care Facilities		_															0	0	0
	Cemetries		-	_														0	0	0
Equipopulation	Environmental Health														_			0	0	0
Management	Pollution Control		_			-	_								_			0	0	0
	By-laws														-			0	0	0
Legal	Licensing					-												0	0	0
Fmernency	Fire & rescue											_			-			0	0	0
	Disaster Planning and Management			_														0	0	0
Commission	Public Safety			_														0	0	0
Safety	Traffic Management		-			-												-	0	-
Public Transport						-												0	0	0
Minicipal	LED/IDP/Urban Planning														-			0	0	0
Planning	Land use management													-		-		0	0	0
Housing												-		+	+			0	0	0
	Roads and Stormwaler		3				-			1	+	-		+	+			6	0	m :
Technical	Solid Waste and Landfill	2 1	-		2	+	9	2			+	+		+	1	-		3	2 0	33
Services	Water supply and waste water		o		2			-		1	+	+	1	1	+	-		12		77
	Electricity		-	$\dashv$		+	+	+		1	+	+	1	1	+	+	,	0 5	0	0 5
	SUB-TOTALS	2 1	30	3	5	0	7 2	و	0	-		0	•	-		-		3	7	8
Apprentices			-	-	-	-	-				-	-		-	-	-		,	6	-
	Roads and Stormwater		-	-			-			+	+	+			+					
Technical	Solid Waste and Landfill					+		-			+			+	+	+		-		,
	Water supply and waste water		4			1	-				+	+	1		$\dagger$	+		7 0	5 6	4 0
	Electricity	1	+	+	-		+	•	•	•	-	0	-	c	0	0	0	2 2	0	2
	SUB-TOTALS	0	+	+	5 6	+	- (	+	2	, ç	-	+	0	-	+	+	C	122	46	168
	TOTALS	2	4	2			4	$\dashv$	1	2	+	+		-	+	-				

7

Courses attended by Koukamma Councillors and Employees	Total
Batho Pele Fire Fighting Skills Development Facilitation Water Purification	3 1 1 5

### 2.2.1 Challenges

Councillors and staff in their busy schedules find it difficult to prioritise training matters and therefore there is never 100% attendance on courses.

The status of training committees in the municipality is also a matter of concern. A strategy is to be developed to improve the training programme of the municipality.

## 2.3 Employer/Employee Relations

The Koukamma Municipality and organised labour generally continued with their spirit of mutual respect and co-operation during the period under review despite the illegal strike action that took place and for which disciplinary procedures were implemented.

The Local Labour Forum, a committee comprising of representatives from the employer and the employee components which deals with human resources related matters is in place. Of the twelve meeting scheduled for the year only four took place. All recommendations emanating from this forum are referred to Council for approval and implementation.